

AP 7250 Administrator Retreat Rights

Reference:

*Education Code Sections 87358, 87359, 87454, and 87458
Title 5 Section 53430*

Educational administrators are eligible to retreat to faculty status through the following procedure and by the criteria delineated herein.

Educational Administrators without Prior Faculty Tenure Rights in the West Kern Community College District

An educational administrator* employed on or after July 1, 1990, who has not previously acquired tenured status as a faculty member of the WKCC District shall have the right of assignment as a first-year probationary faculty member once his/her administrative assignment ends, or if the administrator's request for assignment is approved, if all of the following apply:

1. The administrator has completed at least two years of satisfactory District service.
2. The termination of the administrative assignment is for any reason other than dismissal for cause.
3. The District has a vacancy for which the administrator meets minimum qualifications.
4. The administrator is not replacing a regular (tenured) faculty member or a contract (probationary) faculty member.
5. The assignments of the administrators will be governed as follows:
 - A. The administrator shall only be assigned to a discipline in which he/she holds the appropriate credential or meets the minimum qualifications.
 - B. The Academic Senate will determine that the administrator possesses the appropriate credential or minimum qualifications for employment as a faculty member.
 - C. The Academic Senate may present its views on the assignment in writing to the Board of Trustees together with the recommendation presented to the Board by the Superintendent/President.
 - D. The written record of the decision, including the views of the Academic Senate, shall be available for review pursuant to Education Code 87358.

Educational or Classified Administrators with Prior Faculty Tenure Rights in the West Kern Community College District

An administrator with prior faculty tenure rights in the WKCC District shall retain his/her status as a tenured faculty member (Education Code 87454) and shall be able to return to a faculty position in a discipline in which they hold the appropriate credential or meet the minimum qualifications as follows:

1. The administrator is not replacing a regular (tenured) faculty member or a contract (probationary) faculty member unless the cause of reassignment is due to a reduction in force.
2. The administrator's current seniority rank will be used if the cause for return to the classroom is a reduction in force.
3. The return of the administrator to a faculty position shall be governed as follows:
 - A. The administrator shall notify the District of his/her intention to return to a faculty assignment at the beginning of the next academic year by February 1 of the current year.
 - B. The administrator will be returned to a faculty position in a discipline in which they hold the appropriate credential or meet the minimum qualifications at the beginning of the next academic year.

**(Superintendent/President, Executive Vice-President of Administrative Services, Vice-President of Student Services, Vice-President of Instruction, Director of Dental Hygiene, Dean of Student Services, and Dean of CTE)*

See Board Policy #7250 - Educational Administrators